



Pastoral Planning Committee

Members, Roles & Expectations

Who makes up the Pastoral Planning Committee?

The St. Bart's Pastoral Committee consists of 15-20 members representing the diversity in the community such as age, gender, ethnicity, shorttime and longtime parishioners, ministries etc.

What is the role of the Pastoral Planning Committee?

The role of the PPC includes the following:

1. To recommend a three-year pastoral plan for St. Bart's through a creative process of listening, prayer and dialogue for review, amendment and approval by the Pastor.
2. To represent the hopes and concerns of parishioners during the planning process.
3. To attend the scheduled PPC meetings.
4. To be a listening presence in the community throughout the process in order to understand better what the needs and wants are for members.
5. To participate in best practice research and help facilitate some focus groups as feasible.
6. To be a supporter of the planning process and encourage fellow members to participate as much as possible.
7. To share faith, prayer any expertise and learning with fellow members.

What are key expectations of the Pastoral Planning Committee?

1. To attend the three Pastoral Planning Discernment weekends with fellow parishioners . This will be held on Friday evening (including dinner) and Saturday from 8:30 am until 2:30 pm (including breakfast and lunch)
2. To participate in Zoom, phone and e-mail conversations throughout the planning process.
3. To respond in a timely manner to requests for input and feedback prior to and following each discernment weekend.
4. To value your own experience and perspectives of others.
5. To listen well to the experience and perspectives of others.
6. To share differing perspectives on issues discussed with respect.
7. To maintain confidentiality when certain topics are being discussed since we will be seeking input from the parishioners at the discernment weekends.
8. To be a joyful presence, learn much from your fellow parishioners and contribute positively to a creative and Spirit-filled process.

The Romero Prayer

It helps, now and then, to step back and take the long view.

The Kingdom is not only beyond our efforts; it is even beyond our vision.

We accomplish in our lifetime only a fraction of the magnificent enterprise that is God's work.

Nothing we do is complete, which is another way of saying that the kingdom always lies beyond us.

No statement says all that could be said. No prayer fully expresses our faith. No confession brings perfection. No pastoral visit brings wholeness. No program accomplishes the church's mission. No set of goals and objectives includes everything.

This is what we are about.

We plant the seeds that one day will grow. We water the seeds already planted, knowing that they hold future promise. We lay foundations that will need further development. We provide yeast that produces effects far beyond our capabilities.

We cannot do everything and there is a sense of liberation in realizing that. This enables us to do something and to do it well. It may be incomplete, but it is a beginning, a step along the way, an opportunity for the Lord's grace to enter and do the rest. We may never see the end results, but that is the difference between the master builder and the worker.

We are workers, not master builders; ministers, not messiahs.

We are prophets of a future not our own.



This prayer was composed by the late **Bishop Ken Untener** of Saginaw, drafted for a homily by Cardinal John Dearden in November 1979 for a celebration of departed priests. As a reflection on the anniversary of the martyrdom of Bishop Romero, Bishop Untener included in a reflection book a passage titled "The mystery of the Romero Prayer." The mystery is that the words of the prayer are commonly attributed to Oscar Romero, but they were never spoken by him. Pope Francis used the "magnificent" prayer in December 2015 in his Christmas address to the Roman Curia.

The confusion seems to have arisen from a major paper on Catholic education given by Westminster's Cardinal Basil Hume on 6 January 1997 where he quoted the prayer but, for reasons it is now impossible to fathom, misattributed it to Archbishop Romero. His paper was subsequently published in a the 'Briefing' documentary service on 20 February 1997. The prayer was then picked up by Caritas Internationalis in Rome and CAFOD in London – both of whom included it (together with the misattribution to Archbishop Romero) in materials being used for their strategic planning processes in the run-up to the Millennium Jubilee. Thereafter the beautiful prayer went around the global Church and, not surprisingly, it became known as 'The Romero Prayer'.

Prophetic and Successful Planning

Prophetic Planning

In *The Art of Change, Faith, Vision, and Prophetic Planning* by John Reid and Maureen Gallagher focuses on a prophetic approach to planning and raises four main elements to this approach.

1. Planning for the future is based on knowledge and appreciation for the story of the organization that has evolved from the past.
2. The realities of faith, conversion and healing are central to quality planning and effective organizational development with Catholic organizations.
3. While appreciating what has been, this approach to planning invites leaders to be bold, and ask questions like, “What would we do if we were 10 times bolder?” and “What would we do if we REALLY considered ourselves a FOR PROPHET organization?”
4. Prophetic planning seeks to discern the movement of the Spirit and the will of God for an organization at this moment in time.

While believing in and being experienced with prophetic planning, each planning process must address the unique circumstances of every organization.

Successful Planning

There are six key elements to a successful parish planning process.

1. Participation by many different people with varying experiences of and perspectives on the parish.
2. Crafting of clear statements of mission, values, vision, goals, objectives and action steps.
3. Addressing of important issues facing the parish – e.g. staffing, funding, facilities, relationships, etc.
4. Creative promotion of the plan as a living document.
5. Focus on the transition from a planning process to an action-oriented implementation process.
6. Regular evaluation and updates of the plan and its implementation at 3 or 6 month intervals.

Organizational Planning Cycle

The Reid Group



Shared Dreams

Shared History

Shared Experiences

(Adapted from Management Design Inc.)

600 Columbia Drive, San Mateo, CA 94402 ~ 650-347-0701 ~ planning@barts.org

Proposed Planning Process for St. Bart's Parish

Phase I: Discovery (May – August 2021)

- Review of appropriate background information on the parish
- Formation of the Pastoral Planning Committee (PPC)
- Set dates for PPC and Discernment Weekends
- Set dates for the Core Team (CT)
- Identification of participants for the three Discernment Weekends (All parishioners are invited to come.)
- Begin Focus Group meetings

Phase 2: Outreach Preparations for Weekend I (August – September 2021)

- Preparations for first Discernment Weekend, including collation of results of pre-weekend survey to PPC.
- Preaching and inviting parish participation by Fathers John and Bart, Sept. 18 & 19.
- PPC inviting parish participation, September 25 & 26. (PPC Member for each mass)

Phase 3: Weekend I and Follow-up (September – October 2021)

- Convene Discernment Weekend I, October 1 & 2 to initiate development of a first draft of a three-year pastoral plan (Mission, Values, Vision, Goals & Objectives linked with Scripture for faith sharing). This process will be marked by prayer, dialogue and reflection.
- Facilitators will share reflections at all masses, October 16 & 17 to help encourage/inspire understanding and participation in the planning process. (PPC Members for each mass)
- Facilitate targeted focus groups and listening sessions.
- Initiation of a Best Practice Research – locally, regionally and nationally
- Publish first draft for review and critique in bulletins and on parish website.
- Assist with the convening of focus groups facilitated by PPC members and the facilitators as appropriate.
- Collate feedback to the first draft of Mission and Vision statements and parish values
- Continuation of a Best Practice Research process.

Phase 4: Parish Weekend II and Follow-up (October – November 2021)

- Convene second Discernment Weekend, November 5 and 6.
- Facilitators will share reflections at all masses, November 13 & 14 to help encourage/inspire understanding and participation in the planning process. (PPC Members at each mass)
- Reflect on results of the Best Practice Research.
- Finalize the second draft plan and publish in the bulletin and on the website.

600 Columbia Drive, San Mateo, CA 94402 ~ 650-347-0701 ~ planning@barts.org

- Continue with Focus Groups to gather feedback from selected constituent groups.
- Compile feedback and identify key questions.
- Develop the 3rd public draft plan, including objectives and SMART (**S**pecific, **M**easurable, **A**chievable, **R**esponsibilities and **T**ime-bound) action steps.

Phase 5: Plan adoption (November – December 2021)

- Convene Discernment Weekend III, December 3 and 4.
- Finalize the recommended parish plan for review and approval by the PPC on December 7th and receive Pastor's approval.
- Clarify implementation strategies beginning in January 2022.

Phase 6 (Implementation of Pastoral Plan (2022 – 2025))

Products:

- Short "Public" Form (Mission, Vision, Values, Goals and Objectives)
- Long Form Action Plan (Goals, Objectives and SMART Action Steps)